



Alaska School Performance Incentive Program Guidance for Schools

The Performance Incentive Program (PIP) is a new program authorized by Alaska statute and regulation in 2006. The program will provide an incentive payment to the school employees where the students have demonstrated growth in academic achievement based on the Standards Based Assessments (SBA) given annually in April.

How are the scores calculated?

- The SBA test scores are compared by student for each subject tested, comparing the previous year results to the current year results.
- The scores are compared after matching students using the Alaska Student ID Number (AKSID). If direct matches are not found using the AKSID Number, then the individual scores cannot be counted.
- A student must have valid scores in a given subject for both school years for the test scores to count in that subject.
- The student must progress to a higher grade level in comparison to the previous year for the scores to be counted.
- If a student's subject test score is invalidated for any reason, the student's proficiency score will not be counted.
- A value number is created for each student by comparing the proficiency level in the current year to the proficiency level from the previous year.
- There are seven proficiency levels established for this program (*Advanced, Proficient Plus, Proficient, Below Proficient Plus, Below Proficient Minus, Far Below Proficient Plus, Far Below Proficient Minus*).

How does a school qualify?

- The school must enroll students in any combination of grades kindergarten through 12.
- A school that enrolls students in grades 11 and 12 only is not eligible.
- The school must provide instruction in mathematics and language arts.
- The school must administer the state standards-based assessments.
- The school must meet or exceed a 95% participation rate for **each of the three** subjects to be eligible.
- The data must be submitted by the established due date for each data request to be deemed eligible for this program. If there is a problem in submitting the data contact us **before** the due date to be considered.
 - No later than October 15 of each school year, a district shall submit to the department, on a form provided by the department, the name and social security number of each certificated and non-certificated employee the district employs in a school or central office.
 - The participation rate data file is due April 28, 2009.
 - The final data requirement is the mailing address of each employee along with verification that each employee has been employed for the minimum time period required and is due no later than May 1, 2009.

If the school is deemed eligible to receive an award, which school staff individuals are eligible?

- All permanent certificated and non-certificated staff who are/or were employed at the school at least 100 days between September 1 and April 1 are eligible.
- Employee must be employed at least .25 FTE at the school to be eligible to receive an award.
- Superintendents or chief officers are not eligible.
- Non-permanent employees, substitutes and contractors are not eligible.
- District-wide staff are eligible for 5% of the funds awarded to schools within a district when, after consultation with the Commissioner, Superintendent, and site principals, it is determined that they contributed to the performance at awarded school(s). A request for these names will be sent to districts in late July after it is known which schools received the award. This list will be due back to the department no later than August 21, 2007.

What are the payment amounts for staff of an eligible award school?

- If staff members are required to hold a license or certificate for their positions, and their current licenses or certificates are unexpired and in good standing, they will get paid at the certificated award level. Non-certificated staff will get paid at the non-certificated award level.
- Payment amounts are based on the incentive level established for that school, if the staff member worked less than full time, he/she would get a percentage of that school's award level, depending on the (FTE) full time equivalent percentage of .25, .50, .75 or 1.00.

When will the results be made public?

- The schools will be notified no later than July 24, 2009.
- Payments will be sent to recipients in September 2009.

Note: Because of the short timeline for this program, it is important that schools make every effort to provide the department clean data by the required due dates. Failure to do so may make the school ineligible.

More information on this program can be found by clicking on the Alaska School Performance Incentive link under Headlines on the department website:

<http://www.eed.state.ak.us/>

If you have questions, please contact May Palomo, Research Analyst at may.palomo@alaska.gov or 65-8433; or Peggy Corazza, Data Manager at margaret.corazza@alaska.gov or 465-8418.